

**Exhibit A**

LAW OFFICES  
**FRAGOMEN, DEL REY, BERNSEN & LOEWY LLP**  
75 Remittance Drive  
Suite #6072  
Chicago, Illinois 60675-6072  
TELEPHONE: (732) 862 5000  
FAX: (732) 862 5020

VIRGINIA RODRIGUEZ  
C/O ERNST & YOUNG  
2323 VICTORY AVENUE  
SUITE 2000  
DALLAS TEXAS 75219  
UNITED STATES OF AMERICA

30-November-2011

FOR PROFESSIONAL SERVICES RENDERED

Employee: YOUSSEF BOUDEFFA

Fragomen Invoice Number: IN-US00213433

Fragomen Manager: GRAHAM LEES

Fragomen Case Number: 416273

Client: W.R. GRACE & CO.

Total Legal Fees: 0.00

Total Disbursements: 2,393.48

Invoice Total: (USD) 2,393.48

| DISBURSEMENTS<br>(work carried out by FRAGOMEN - BRUSSELS)   | Fee/Disbursement |
|--|------------------|
| Assistance with obtaining work and residence permit on behalf of Youcef Boudeffa. Application filed with immigration authorities.  | 2,100.00         |
| Miscellaneous Out of pocket expenses (including timed facsimile, telephone charges and photocopying)   | 105.00           |
| Other-Disbursements (including registered mail to send the application to the authorities, express courier to collect the work permit and to deliver it to the employee) | 188.48           |

LAW OFFICES  
**FRAGOMEN, DEL REY, BERNSEN & LOEWY LLP**

Client: W.R. GRACE & CO.

Employee: YOUSSEF BOUDEFFA

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Comments:

Application Approval Date: 14 Oct 2011

Application File Date: 26 Sep 2011

Authorizing Manager:

Case Initiation Date: 12 Aug 2011

Cost Center:

Employee ID:

Expiry Date: 10 Oct 2012

Number of Dependents: 0

PO #:

Receiving Country: BELGIUM

Sending Country: BELGIUM

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30-November-2011

FOR PROFESSIONAL SERVICES RENDERED

Employee: YOUSSEF BOUDEFFA

Fragomen Invoice Number: IN-US00213560

Fragomen Manager: GRAHAM LEES

Fragomen Case Number: 440947

Client: W.R. GRACE & CO.

Total Legal Fees: 1,050.00

Total Disbursements: 392.50

Invoice Total: (USD) 1,442.50

|   | Fee/Disbursement |
|---|------------------|
| LEGAL FEES  |                  |
| Legal Fees for assistance with the procurement of a Long Stay D Visa on behalf of assignee. (Fees authorized by Valérie Parmentier on 10/21/11) | 1,050.00         |
| DISBURSEMENTS   |                  |
| Courier charges paid  | 70.00            |
| Government fees paid on your behalf of assignee   | 252.00           |
| FedEx/DHL/Other Charges   | 18.00            |
| Miscellaneous Out of pocket expenses (including timed facsimile, telephone charges and photocopying)  | 52.50            |

LAW OFFICES  
**FRAGOMEN, DEL REY, BERNSEN & LOEWY LLP**

**Client:** W.R. GRACE & CO.

**Employee:** YOUSSEF BOUDEFFA

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Comments:

Application Approval Date: 29 Nov 2011

Application File Date: 22 Nov 2011

Authorizing Manager:

Case Initiation Date: 21 Oct 2011

Cost Center:

Employee ID:

Number of Dependents: 0

PO #:

Receiving Country: BELGIUM

Sending Country: UNITED STATES OF AMERICA

LAW OFFICES  
**FRAGOMEN, DEL REY, BERNSEN & LOEWY, LLP**  
One Alhambra Plaza  
Suite 600  
Coral Gables, FL 33134  
Phone: (305) 774-5800  
Fax: (305) 774-6666

Janissa Garcia  
W. R. Grace & Co.  
7500 Grace Drive  
Columbia, MD 21044  
USA

November 30, 2011

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**FOR PROFESSIONAL SERVICES RENDERED**

**RE: Enzo ORELLANA**

**Invoice #: 11.40920149**

Initiation, Email Communication, Preparation (including coordination of photo to specifications), and submission of Diversity Immigrant green card lottery entry.

**Total Legal Fees** \$250.00

**Disbursements**

**Total Disbursements** \$0.00

**Please Remit** \$250.00

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**Checks**

Please send checks made payable to:  
**FRAGOMEN, DEL REY, BERNSEN & LOEWY, LLP**  
75 Remittance Drive  
Suite # 6072  
Chicago, Illinois 60675-6072

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The Northern Trust Company  
Account # 30147775  
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November 30, 2011

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FOR PROFESSIONAL SERVICES RENDERED

RE: Daniel PREGO

Invoice #: 11.40928636

Preparation and submission of Form I-907 Request for Premium Processing Service for a nonimmigrant petition and preparation and submission of letter to USCIS requesting that pending petition be converted to premium processing.

**Total Legal Fees** \$250.00

**Disbursements**

|   |            |
|---|------------|
| Fedex (domestic)                                    | \$29.00    |
| USCIS Filing Fee for I-907 (Premium Processing Fee) | \$1,225.00 |
| Miscellaneous expenses                              | \$12.50    |

**Total Disbursements** \$1,266.50

**Please Remit** \$1,516.50

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**FOR PROFESSIONAL SERVICES RENDERED**

**RE: Siva POTHIREDDY**

**Invoice #: 11.40931973**

Preparation of Application for Adjustment of Status to Lawful Permanent Resident of the United States for principal beneficiary of immigrant visa petition including preparation of Forms I-485, G-325A, and supporting documentation. Preparation of final package and submission to the appropriate Regional Service Center of the United States Citizenship and Immigration Services.

Preparation of Form I-765 on behalf of family member(s) for permission to obtain employment authorization during pendency of application for adjustment of status for U.S. permanent residence. Submission of application to United States Citizenship and Immigration Service.

Preparation Form I-131, Application for Travel Document (advance parole), with supporting documentation, to facilitate international travel during the pendency of an Application for Adjustment of Status. Submission to the United States Citizenship and Immigration Services.

Preparation of Form I-765 on behalf of foreign national for permission to obtain employment authorization during pendency of application for U.S. permanent residence.

Application for Adjustment of Status to Lawful Permanent Resident of the United States for family member, including preparation of Forms I-485, G-325A and supporting documentation.

Preparation Form I-131, Application for Travel Document (advance parole), with supporting documentation, to facilitate international travel for family member(s) during the pendency of an Application for Adjustment of Status. Submission to the United States Citizenship and Immigration Services.

**Total Legal Fees** \$4,475.00

**Disbursements**

|                        |          |
|------------------------|----------|
| Fedex (domestic)       | \$29.00  |
| Miscellaneous expenses | \$223.75 |

**Total Disbursements** \$252.75

**Please Remit** \$4,727.75

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**FOR PROFESSIONAL SERVICES RENDERED**

**RE: Kinnari MEHTA**

**Invoice #: 11.40928637**

Balance of fees for preparation of Application for Alien Employment Certification to be filed under PERM. Review of position description, minimum requirements, any alternate requirements, and alien's qualifications. Preparation and submission of prevailing wage determination request to the Department of Labor (DOL). Coordination of recruitment efforts with employer including placement of a job order with the appropriate state job bank, placement of the necessary advertisements, and other necessary recruitment tools. Preparation of recruitment report. Preparation of PERM audit file to include evidence of all attestations made on Form ETA-9089. Final preparation of Form ETA-9089 and electronic submission to the U.S. Department of Labor.

**Total Legal Fees** \$2,200.00

**Disbursements**

Miscellaneous expenses \$88.00

**Total Disbursements** \$88.00

**Please Remit** \$2,288.00

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**FOR PROFESSIONAL SERVICES RENDERED**

**RE: Chelsea Freda D'SOUZA**

**Invoice #: 11.40928638**

Balance of fees for preparation of Application for Alien Employment Certification to be filed under PERM. Review of position description, minimum requirements, any alternate requirements, and alien's qualifications. Preparation and submission of prevailing wage determination request to the Department of Labor (DOL). Coordination of recruitment efforts with employer including placement of a job order with the appropriate state job bank, placement of the necessary advertisements, and other necessary recruitment tools. Preparation of recruitment report. Preparation of PERM audit file to include evidence of all attestations made on Form ETA-9089. Final preparation of Form ETA-9089 and electronic submission to the U.S. Department of Labor.

**Total Legal Fees** \$2,200.00

**Disbursements**

Miscellaneous expenses \$88.00

**Total Disbursements** \$88.00

**Please Remit** \$2,288.00

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**FOR PROFESSIONAL SERVICES RENDERED**

**RE: Gino D'ALELIO**

**Invoice #: 11.40933564**

Preparation of Nonimmigrant Visa Petition pursuant to Company's blanket petition requesting extension of L-1A Petition and foreign national's term of stay including Form I-129 with supplement, and draft letter of support confirming continued temporary employment. Transmittal of prepared drafts and application to client for final review and signature. Final preparation and submission to the appropriate Regional Service Center of the United States Citizenship and Immigration Services.

**Total Legal Fees** \$1,600.00

**Disbursements**

|                        |         |
|------------------------|---------|
| Fedex (international)  | \$50.00 |
| Miscellaneous expenses | \$80.00 |

**Total Disbursements** \$130.00

**Please Remit** \$1,730.00

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